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National and State Statistics of Faculty Salaries Paid in Higher Education, 1981-82

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NATIONAL AND STATE STATISTICS OF FACULTY SALARIES PAID IN HIGHER EDUCATION, 1981-82

William S. Graybeal
Project Director

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FOREWORD

This Memo contains summary statistics about salaries paid to higher education faculty in 1981-82. A review of the national averages of faculty salaries paid, by rank, with institutions grouped by type and by source of control is followed by a presentation for each state of the average faculty salary in its public institutions, by type, along with the percent of increase over the previous year. Also given are the rankings of the states in the level and percent increase of average salaries paid to faculty in their public institutions, by type, for each of the past two years.

The summary statistics given here for 1981-82 contain the information needed to make the case for larger than traditional increases in faculty salaries needed in 1983-84 to offset the losses in real income of higher education faculty in recent years. Also, these statistics supply information needed by individual faculty and local associations as they evaluate the status of individual and institutional faculty salaries.

The state-by-state averages of faculty salaries are important statistics because the states differ in the level of salaries paid to faculty and *significant* decisions about faculty salaries in public institutions are made at the state level. State government appropriations constitute 44.8 percent of the current fund revenues of public higher education institutions (1979-80). Only 12.5 percent of these revenues comes from student tuition and fees, and only 3.4 percent comes from local government appropriations. In addition to responding to the typical institutional concerns about the adequacy of faculty salaries for the profession on the whole *and* for the institution as a competitor for talent among other institutions, the state-level decision makers have an interest in and responsibility for assuring that the state's faculty salaries are competitive with salaries of faculty in comparable states.

Early estimates that average faculty salaries increased by 7.6 percent between 1981-82 and 1982-83—7.0 percent in public and 9.3 percent in private institutions—(reported in the January 5, 1983, *Chronicle of Higher Education* by W. John Minter Associates) are useful in interpreting and projecting from the 1981-82 figures in this Memo. The Consumer Price Index increased by 4.6 percent between November 1981 and November 1982 (CPI-U), indicating that faculty salary increases this year are larger than the increases in the cost of living. However, the longer term view shows that increases in average faculty salaries will need to exceed current cost of living increases by significant margins for several years if they are to regain their purchasing power of ten years ago. The CPI(U) increased by 129.9 percent between 1971-72 and 1981-82 while average faculty salaries rose by 95.0 percent in public institutions and by 88.4 percent in private institutions.

Programming and processing of data for the state-by-state averages was provided by Susan Falsey, Statistical Specialist in NEA Research. Frieda Morgan, Statistical Assistant, calculated the percents of increase and the rankings in the average salaries paid in the states. Tasha McGuthrie, Research Specialist, assisted in preparing the text for the report. We appreciate the indispensable assistance from the National Center for Education Statistics of the U.S. Department of Education which collected the data, issued a summary report, and released a computer tape from which NEA Research prepared the state-by-state summary tables.

William S. Graybeal
Research Specialist
Project Director

NEA Research Memo *June 1983*

NATIONAL AND STATE STATISTICS OF FACULTY SALARIES PAID IN HIGHER EDUCATION, 1981-82

- *The 1981-82 average salary for faculty employed on 9-month contracts in higher education is $25,448, up 9.2 percent from 1980-81.*
- *In public institutions, the average salary for 9-month faculty is $25,886, up 9.0 percent from 1980-81.*
- *The 1981-82 average salary for higher education faculty employed on 12-month contracts is $30,080, up 7.2 percent from 1980-81.*
- *Average salaries paid to 9-month faculty in public institutions range from $38,198 in Alaska down to $21,072 in South Dakota.*

The National Center for Education Statistics (NCES) has released before publication its final statistics about salaries paid to faculty in higher education in 1981-82. The tables in this memo contain summaries of national information that may be useful in planning and negotiations.

These statistics are derived from the annual Higher Education General Information Survey (HEGIS) questionnaire. This questionnaire is distributed in the fall with a request that the section containing faculty salary data be returned in November. Therefore, the summaries represent salaries expected to be paid for the academic year—any salary adjustments occurring after January are not reported in the salary averages listed. The impact of late adjustments in faculty salaries is reflected in the percent of increase observed in the level of average salaries the subsequent year.

These summaries are for the 50 states and the District of Columbia.

These tabulations include only those faculty who are defined as members of the instruction/ research staff employed on a full-time basis and whose major assignment is instruction (including those with released time for research). Excluded are salaries of those faculty, such as members of religious orders, whose services are valued by bookkeeping entries only; faculty paid as members of military organizations that have a different salary scale than civilian employees; and faculty for pre-clinical and clinical medicine.

The NCES statistics include as *universities* the institutions that "give considerable stress to graduate instruction, confer advanced degrees as well as bachelor's degrees in a variety of liberal arts fields, and have at least two professional schools that are not exclusively technological."

National Averages of 9-Month Contract Faculty Salaries

The summary in Table 1 includes the salaries paid to 86.0 percent of the salaried faculty in higher education in 1981-82; the remaining 14.0 percent are employed on 12-month contracts. The table shows that the average salary of 9-month faculty is 9.2 percent higher than that reported for 1980-81. The Consumer Price Index increased by 9.6 percent between November 1980 and November 1981 (CPI-U), indicating that faculty lost purchasing power despite these salary increases.

The number of faculty holding the rank of lecturer is only 1.6 percent of the total number of salaried 9-month faculty. This rank is most prevalent in the *universities*, where lecturers represent 2.5 percent of the faculty. The relatively small number of faculty salaries reported, along with the higher likelihood of personnel turnover in this rank, reduces the usefulness of the percent of increase of average salaries paid to this rank.

Salaries by faculty rank are reported for practically all faculty in *universities* (99.8 percent) and in *other 4-year* institutions (98.5 percent). However, only 40.6 percent of the 9-month faculty in *2-year* institutions have their salaries reported by faculty rank. Therefore, the average salaries and percents of increase for faculty having no rank are significant only in the *2-year* institutions.

The summary data for ranked faculty in *2-year* institutions probably are not comparable to data for ranked faculty in 4-year institutions because the extent to which faculty ranks are used in *2-year* institutions varies widely among the regions, while practically all 4-year institutions use faculty ranks.

Because some institutions and agencies use a different definition for a *university* than that used by NCES, NEA Research issues summary estimates for the entire group of institutions that grant the 4-year bachelor's or higher degree. To expand the usefulness of the enclosed summary, the average faculty salaries for the 50 states and D.C. in *universities* and *other 4-year* institutions combined are compiled as follows by faculty rank:

AVERAGE SALARY PAID TO 9-MONTH FACULTY IN ALL 4-YEAR OR HIGHER DEGREE-GRANTING INSTITUTIONS, 1981-82

	Total		Public		Private	
Rank	Average salary	Percent increase over 1980-81	Average salary	Percent increase over 1980-81	Average salary	Percent increase over 1980-81
All ranks	$25,893	9.3	$26,591	9.1	$24,509	9.8
Professor	33,743	8.8	34,068	8.4	33,040	9.8
Associate professor	25,339	8.9	25,974	8.7	23,978	9.6
Assistant professor	20,585	9.1	21,200	9.0	19,496	9.4
Instructor	16,311	8.3	16,768	8.3	15,556	8.7
Lecturer	18,812	8.3	19,048	7.5	17,784	11.4
No academic rank	18,403	5.9	20,828	8.3	17,533	5.0

National Averages of 12-Month Contract Faculty Salaries

The average salaries paid to faculty employed on 12-month contracts in 1981-82 are shown in Table 2. This table also shows the extent to which salaried faculty are employed on 12-month contracts, and the percent of the average 9-month salaries represented by the average salaries paid to faculty employed on 12-month contracts in the same rank and institutional classification.

The summary in Table 2 shows that the salary status of 12-month faculty relative to that of 9-month faculty is highest in the *universities* and is lowest in the *2-year* institutions.

Average Faculty Salaries in Public Institutions of Higher Education by State, 1980-81

The National Center for Education Statistics also released a computer tape containing institutional data about professional employee salaries and fringe benefits. NEA Research has processed this tape to calculate the average higher education faculty salaries for 1981-82 in each state. Tables 3 and 5 show the average salaries paid to all faculty employed on 9-month contracts in each state by major classification of public institutions of higher education. A similar summary for private institutions is not provided here because the wider differences among the states in the characteristics of component institutions reduce the comparability of faculty salaries among the states.

The NCES has changed the classifications in which aggregate statistics about institutions will be reported. These new classifications place institutions into more homogeneous groups, thereby improving the precision of state-to-state comparisons. Future summaries of higher education faculty salaries will be aggregated in the new classifications.

The following are the new categories of institutions along with the description of the institutions within them:

a. Doctorate-Granting Institutions—Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an inter-disciplinary program at the doctorate level.

b. Comprehensive Institutions—Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is less than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

c. General Baccalaureate Institutions—Institutions that have a primary emphasis upon undergraduate, baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccaluareate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

d. Professional and Specialized Institutions—These baccalaureate or post-baccalaureate institutions have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassifications of this grouping include the following: divinity, medical, other health, engineering, business and management, art-music-design, law, education, U.S. Service schools, and other specialized or professional schools.

e. 2-Year Institutions—These institutions confer fewer than 25 percent of their degrees at the baccalaureate or post-baccalaureate level and confer over 75 percent of their degrees or awards for two years of work or formal awards and completions requiring less than two years of work.

The new definition of the 2-year institution category results in some differences between the numbers of campuses included for a state in Table 4 (columns 11 and 13) and Table 5B (columns 16 and 17).

Also listed in Table 3 are the percents of increase in average salaries paid to faculty over the averages reported for 1980-81. Because some institutions did not respond either year, these percents of increase are not equally accurate among the states.

The percent of institutions responding to the HEGIS questionnaires is higher than observed in other surveys of higher education institutions. Data about employees in 2,972 from the universe of 3,294 institutions were received (90.2 percent). With the notable exception of Rutgers University, practically all public institutions participated. The present summary includes data for the following numbers of public institution campuses and full-time faculty employed on 9-month contracts:

Type	Campuses	Faculty
Universities	93	71,697
Other 4-year	426	100,135
2-year	888	71,266
Total	1,407	243,098
Doctorate granting	105	78,895
Comprehensive	251	76,957
General baccalaureate	120	12,530
Professional-specialized	40	3,098
2-year	890	71,614
Not classified	1	4
Total	1,407	243,098

NCES deleted from the computer tape the salary data that might be identified with an individual faculty member. As a result, the national averages in this section are slightly different from those reported for all faculty in Table 1.

Evaluation of Differences Between States

The states differ in the level of average salaries paid to faculty in comparable groups of public institutions as well as in average personal income of residents, cost of living, and in average salaries received by persons in professional positions outside of higher education. Therefore, average faculty salaries may be expected to differ somewhat among the states. The adequacy of the level of average faculty salaries in a given state may be assessed through a review of rankings listed in Table 4.

Differences in the measures upon which the states are ranked tend to be smaller between the states near the median than between those near the high or low extremes. As a result, the level of the ranks as well as the distance between them must be considered when comparing two ranks. Therefore, among states ranking between 12 and 38 a difference of up to six rank placements probably has no practical significance in most comparisons. The summaries in Tables 6 and 7 list the values of measures corresponding to selected rank placements. This information makes it possible to estimate the level of the measure corresponding to a given rank, and to determine the practical significance of differences in the basic measures between states having different rank levels.

The following procedure may be helpful in the use of information in Table 4 and 5 for reviewing the adequacy of the average faculty salary in each grouping of public institutions in a given state. The examples are from Table 4.

1. Review the rank of the state in average faculty salaries (columns 3, 7, and 11). Differences in these three category rankings will point to the type of institution in which faculty salaries are most and/or least competitive with faculty salaries in other states. For example, in Alabama the salaries of faculty in 2-year institutions (column 11) are more competitive with other states than are the salaries of faculty in the other two types of institutions (columns 3 and 7).

2. Compare the rank of average faculty salaries in 1981-82 (columns 3, 7, and 11) with the rank of the state in average faculty salaries in 1980-81 (columns 2, 6, and 10). These comparisons indicate the extent to which a given state's average faculty salaries have increased, compared to other states. A higher rank in column 2 than in column 3 (for example, in Maryland) would suggest that average salaries of faculty in a given state's public universities have not improved to the same extent as have faculty salaries in the public universities of many other states ranking near the given state in 1980-81. A lower rank in column 2 than in column 3 (for example, in Florida) suggests that salaries of faculty in a given state's public universities have improved to a greater extent than have salaries of faculty in public universities of other states ranking near that state in 1980-81.

3. Compare the rank of the state in the percents of increase in average faculty salaries for 1981-82 (columns 5, 9, and 13) with the rank of the state in the average faculty salary in 1981-82 (columns 3, 7, and 11). A higher rank in column 5 than in column 3 (for example, in Iowa) shows that the state is making greater progress toward improving its faculty salaries than are other states near its ranking in level of average salaries. This pattern usually accompanies an improvement of the state's rank in the level of average salaries between 1980-81 and 1981-82. The reverse pattern (Alabama) is normally accompanied by a deterioration of the state's rank in the level of average salaries.

4. Compare the rank of the state in the percents of increase in average faculty salaries for 1981-82 (columns 5, 9, and 13) with the rank of the state in the same statistic for 1980-81 (columns 4, 8, and 12). Wide fluctuations normally may be expected to occur in these relative rankings (for example, in the public universities in Alabama) as an outcome of biennial legislative actions affecting higher education faculty salaries. Improved planning for recommendations about needed increases in faculty salaries should result from an awareness of the two-year pattern of the state's rank in both salaries paid and in the percents of increase.

5. Review the findings of the preceding comparisons. The information may present a strong case for improving faculty salaries, offer no consistent evidence about the adequacy of faculty salaries, provide conflicting evidence about the adequacy of faculty salaries, or indicate that faculty salaries are about what the state can be expected to provide for its higher education institutions. Whatever the finding, the information in this Memo should be supplemented with the following:

   - Rankings of the states in income, salaries, effort, and prices;
   - Other indicators of the adequacy of faculty salaries within a given state;
   - Other evidence of the characteristics of faculty salaries in the states containing institutions with quality characteristics which the given state may aspire to provide;
   - Information about the extent to which the distribution of faculty salaries around the average listed for a given state may be atypical;
   - A decision about which comparisons should take precedence in a decision about the adequacy of faculty salaries; and
   - Information about faculty salaries paid, by rank, in individual peer institutions in peer states.

NEA Research publishes periodically summary information about prices, salaries, budgets, and income that contains information about differences between major urban areas in cost of living that should be useful in evaluating differences between faculty salaries in institutions located in or near these centers. It reports also the basic sources of estimates about status and trends in a variety of salary and income measures useful in evaluating the adequacy of faculty salaries.

Faculty salary averages for 1981-82 and for 1982-83 in specific institutions of higher education are available on request from NEA Research-Information (202/822-7400). This information has been obtained from a computer tape—provided by the National Center for Education Statistics.

TABLE 1.—AVERAGE SALARIES OF 9-MONTH FACULTY IN 1981-82, PERCENT OF INCREASE OVER 1980-81, BY CONTROL AND TYPE OF INSTITUTIONS: 50 STATES AND D.C.

Institution control and faculty rank	Total		Universities		Other 4-year institutions		2-year institutions	
	Average salary 1981-82	Percent increase all institutions	Average salary 1981-82	Percent increase	Average salary 1981-82	Percent increase	Average salary 1981-82	Percent increase
1	2	3	4	5	6	7	8	9
Total	$25,448	9.2	$28,454	9.7	$24,305	9.3	$23,899	9.1
Professor	33,437	8.7	36,692	9.1	31,371	8.9	28,985	9.3
Associate professor	25,278	8.9	26,619	9.1	24,576	8.9	24,749	8.8
Assistant professor	20,609	9.0	21,631	9.9	20,008	8.8	20,782	8.4
Instructor	16,450	8.4	16,758	7.9	16,158	8.5	16,921	8.3
Lecturer	18,756	8.4	18,650	7.6	18,964	8.8	17,937	10.6
No rank	24,331	8.9	19,264	7.9	18,319	5.7	24,680	9.1
Public	25,886	9.0	27,890	9.1	25,670	9.2	24,193	9.1
Professor	33,651	8.3	35,714	8.4	32,658	8.5	29,321	9.1
Associate professor	25,828	8.6	26,374	8.7	25,701	8.7	24,936	8.7
Assistant professor	21,168	8.9	21,512	9.5	20,998	8.7	21,008	8.5
Instructor	16,897	8.2	16,415	7.3	16,925	8.7	17,189	7.9
Lecturer	18,975	7.7	18,607	6.8	19,441	8.0	18,078	9.8
No rank	24,898	9.1	18,823	8.4	21,473	8.5	24,963	9.1
Private	24,255	9.8	29,910	11.2	21,979	9.9	15,926	5.7
Professor	32,935	9.8	39,069	10.9	28,817	10.1	20,936	12.3
Associate professor	23,923	9.6	27,314	10.4	22,507	9.8	19,522	10.4
Assistant professor	19,439	9.4	21,913	10.7	18,506	9.3	16,163	10.2
Instructor	15,448	8.9	17,800	9.9	15,105	8.6	13,610	12.0
Lecturer	17,736	11.5	18,815	11.0	16,571	12.4	13,152	5.7
No rank	16,473	3.3	20,423	7.9	17,434	4.9	14,823	-1.1

TABLE 2.—AVERAGE SALARIES PAID TO FACULTY EMPLOYED ON 12-MONTH CONTRACTS, PERCENT OF SALARIED FACULTY EMPLOYED ON 12-MONTH CONTRACTS, AND AVERAGE SALARY OF 12-MONTH FACULTY AS PERCENT OF AVERAGE SALARIES OF 9-MONTH FACULTY, 1981-82, BY TYPE AND CONTROL OF INSTITUTION, 50 STATES AND D.C.

Institution control and faculty rank	Total institutions			Universities			Other 4-year institutions			2-year institutions		
	Average salary 12 months	Percent of salaried faculty	Percent of average 9-month salary	Average salary 12 months	Percent of salaried faculty	Percent of average 9-month salary	Average salary 12 months	Percent of salaried faculty	Percent of average 9-month salary	Average salary 12 months	Percent of salaried faculty	Percent of average 9-month salary
1	2	3	4	5	6	7	8	9	10	11	12	13
Total	$30,080	14.0	118.2	$35,801	17.5	125.8	$29,082	11.0	119.7	$22,582	15.3	94.5
Public	31,322	14.7	121.0	35,906	20.2	128.7	32,116	10.7	125.1	23,428	14.1	96.8
Private	25,880	12.2	106.7	35,156	9.6	117.5	24,377	11.6	110.9	16,774	39.2	105.3

TABLE 3.—AVERAGE 1981-82 SALARIES PAID TO FACULTY EMPLOYED ON 9-MONTH CONTRACTS AND PERCENT OF INCREASE OVER 1980-81 IN PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY TYPE AND BY STATE

State	Public universities		Public other 4-year institutions		Public 2-year insitutions	
	Average salary	Percent of increase	Average salary	Percent of increase	Average salary	Percent of increase
1	2	3	4	5	6	7
50 states and D.C.	$27,900	9.1	$25,659	9.3	$24,238	9.1
Alabama	24,610	6.9	21,172	5.1	19,453	-.5
Alaska	39,425	8.3	35,379	10.3	39,521	3.5
Arizona	30,240	10.3	27,045	9.0	25,994	11.1
Arkansas	25,493	9.2	20,782	10.5	16,957	7.0
California	34,297	6.8	31,134	6.9	30,817	7.7
Colorado	28,217	10.4	23,986	8.9	19,932	6.9
Connecticut	30,364	7.6	25,435	8.1	22,592	7.4
Delaware	27,493	9.0	23,423	10.4	22,615	9.0
District of Columbia ...	...	...	27,069	7.1	...	...
Florida	28,253	11.0	24,906	6.2	19,272	5.6
Georgia	27,093	9.9	24,392	8.4	20,691	9.2
Hawaii	27,884	6.3	23,679	7.3	23,477	7.3
Idaho	25,398	8.6	22,056	7.6	19,965	7.3
Illinois	27,991	8.5	24,575	8.0	24,310	7.9
Indiana	26,303	5.8	22,771	6.3	16,528	6.8
Iowa	26,518	10.3	23,587	8.1	18,948	2.6
Kansas	25,630	8.2	21,729	8.9	19,598	8.8
Kentucky	26,935	11.0	22,645	9.7	18,344	11.7
Lousiana	26,869	10.3	23,293	10.3	20,314	11.2
Maine	23,098	7.7	22,240	9.1	17,911	6.8
Maryland	25,612	3.9	24,502	2.0	24,536	9.2
Massachusetts	31,092	15.5	26,167	16.3	21,654	17.5
Michigan	29,936	7.1	24,610	6.4	26,330	10.2
Minnesota	27,497	0.9	24,646	10.4	23,708	10.0
Mississippi	24,358	11.2	21,803	10.4	17,907	6.6
Missouri	26,479	4.3	22,163	2.0	22,584	8.2
Montana	24,457	15.1	22,788	11.5	20,774	11.5
Nebraska	27,233	9.9	21,592	9.0	18,395	13.4
Nevada	29,134	13.2	28,042	13.3	21,649	10.2
New Hampshire	24,512	7.9	21,890	10.5	18,357	7.2
New Jersey	[a]	...	26,372	6.1	23,743	8.2
New Mexico	26,618	9.1	24,133	6.4	20,159	5.4
New York	31,768	16.0	29,676	17.3	25,776	8.5
North Carolina	29,385	9.3	24,454	10.4	15,518	0.7
North Dakota	24,799	16.1	23,743	19.4	21,990	17.2
Ohio	27,414	7.7	25,798	6.9	21,369	7.1
Oklahoma	25,685	10.0	24,478	12.4	21,430	11.4
Oregon	25,697	8.5	24,179	8.4	22,345	9.0
Pennsylvania	28,084	7.8	27,282	6.1	21,949	10.5
Rhode Island	27,345	5.3	23,986	4.6	22,139	6.0
South Carolina	27,384	10.2	22,884	11.1	17,527	7.7
South Dakota	21,472	6.3	20,867	7.7	15,827	9.3
Tennessee	25,026	3.1	21,984	1.0	17,699	2.6
Texas	28,454	18.1	24,245	16.6	22,282	13.6
Utah	27,515	6.4	23,280	5.7	20,590	6.5
Vermont	24,959	9.8	20,509	6.6	20,041	2.0
Virginia	27,754	10.1	23,441	9.7	19,835	0.8
Washington	29,071	9.8	26,314	11.6	24,157	8.4
West Virginia	24,672	12.1	21,816	12 3	18,138	11.8
Wisconsin	30,810	8.0	25,232	7.1	23,648	10.7
Wyoming	29,280	10.1	...	...	23,738	14.7

NOTE: Averages reported here for *50 states and D.C.* differ from those listed in Table 1 because data for identifiable faculty were deleted from the computer tape used to compile these state-by-state statistics.

[a] Rutgers University did not respond.

TABLE 4.—RANKINGS OF THE STATES IN AVERAGE FACULTY SALARIES AND PERCENT OF INCREASE IN AVERAGE FACULTY SALARIES IN PUBLIC INTITUTIONS OF HIGHER EDUCATION, BY TYPE, 1980-81 AND 1981-82

State	Public universities				Public other 4-year institutions				Public 2-year institutions			
	Average salary		Percent increase		Average salary		Percent increase		Average salary		Percent increase	
	1980-81	1981-82	1980-81	1981-82	1980-81	1981-82	1980-81	1981-82	1980-81	1981-82	1980-81	1981-82
1	2	3	4	5	6	7	8	9	10	11	12	13
Alabama	42	44	3	39	42	47	21	46	23	36	4	50
Alaska	1	1	1	30	2	1	1	17	1	1	1	44
Arizona	7	7	47	12	8	7	11	22	5	4	18	11
Arkansas	41	38	24	24	50	49	37	11	48	47	44	35
California	2	2	10	40	3	2	13	36	2	2	15	28
Colorado	20	15	24	11	27	25	27	24	29	33	12	36
Connecticut	4	6	45	37	14	12	27	28	13	15	22	30
Delaware	24	22	29	26	35	31	32	13	16	14	42	20
District of Columbia	...	...	...	...	6	6	48	34	...	...	...	...
Florida	22	14	2	9	15	14	3	42	35	37	49	42
Georgia	30	27	14	19	21	21	8	26	27	27	2	18
Hawaii	14	18	39	42	25	28	40	33	10	13	39	31
Idaho	39	39	31	27	39	40	39	32	31	32	32	31
Illinois	18	17	22	28	18	17	29	30	6	7	29	27
Indiana	26	33	9	44	32	36	12	41	49	48	43	37
Iowa	36	31	27	12	28	29	42	28	32	38	29	45
Kansas	38	36	37	31	43	45	40	24	36	35	17	22
Kentucky	34	28	8	9	37	37	23	19	43	41	7	7
Louisiana	32	29	36	12	34	32	9	17	34	29	8	10
Maine	47	48	14	35	41	38	26	21	41	43	48	37
Maryland	29	37	7	47	11	18	9	48	6	6	46	18
Massachusetts	10	4	49	4	20	10	49	4	33	22	50	1
Michigan	5	8	18	38	16	16	22	39	3	3	45	14
Minnesota	9	21	39	49	22	15	33	13	11	11	36	16
Mississippi	46	47	21	8	47	44	14	13	40	44	10	39
Missouri	23	32	31	46	31	39	20	49	15	16	19	25
Montana	49	46	46	5	40	35	44	9	30	26	36	8
Nebraska	28	26	5	19	45	46	34	22	46	39	36	5
Nevada	19	11	47	6	9	4	46	5	21	23	33	14
New Hampshire	44	45	43	33	46	42	2	11	39	40	31	33
New Jersey	6	...	4	...	7	8	16	43	9	9	36	25
New Mexico	31	30	18	25	19	24	14	39	26	30	11	43
New York	8	3	50	3	5	3	47	2	4	5	33	23
North Carolina	11	9	6	23	24	20	3	13	50	50	12	49
North Dakota	48	42	35	2	44	27	34	1	28	20	25	2
Ohio	21	23	16	35	10	11	5	36	19	25	20	34
Oklahoma	40	35	12	18	29	19	6	6	25	24	3	9
Oregon	37	34	41	29	23	23	29	26	18	17	47	20
Pennsylvania	15	16	24	34	4	5	45	43	20	21	41	13
Rhode Island	16	25	31	45	17	25	18	47	14	19	25	41
South Carolina	26	24	18	15	38	34	18	10	44	46	14	28
South Dakota	50	49	14	42	49	48	24	31	47	49	6	17
Tennessee	33	40	44	48	30	41	31	50	38	45	40	45
Texas	35	13	33	1	36	22	43	3	22	18	15	4
Utah	17	20	11	41	26	33	7	45	24	28	5	40
Vermont	43	41	20	21	51	50	50	38	42	31	28	47
Virginia	25	19	34	16	33	30	17	19	37	34	21	48
Washington	13	12	37	21	12	9	37	8	8	8	27	24
West Virginia	45	43	41	7	48	43	37	7	45	42	23	6
Wisconsin	3	5	24	32	13	13	24	34	12	12	24	12
Wyoming	12	10	28	16	1	...	...	...	17	10	8	3

TABLE 5A.—AVERAGE 1981-82 SALARIES PAID TO FACULTY EMPLOYED ON 9-MONTH CONTRACTS IN PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY STATE AND RANKING OF STATES, BY NEW NCES CLASSIFICATIONS OF INSTITUTIONS

State	All public institutions			All public 4-year or higher degree-institutions			Public doctorate-granting institutions		Public comprehensive institutions	
	Rank in average salary	Percent increase	Average salary	Rank in average salary	Percent increase	Average salary	Average salary	Rank	Average salary	Rank
1	2	3	4	5	6	7	8	9	10	11
Alabama	$21,949	4.5	47	$22,752	6.1	47	$24,610	41	$21,215	44
Alaska	38,198	6.9	1	37,377	9.0	1	...	...	38,045	1
Arizona	28,499	10.4	3	29,712	10.2	4	30,240	2	27,045	7
Arkansas	21,389	10.3	49	22,136	10.6	50	25,493	37	21,358	42
California	31,261	7.2	2	31,665	6.9	2	32,959	1	31,012	2
Colorado	24,745	9.2	25	25,993	9.3	24	27,071	25	24,332	23
Connecticut	26,771	7.7	9	27,968	7.9	8	30,364	5	25,376	13
Delaware	26,364	9.6	11	26,930	9.3	15	27,493	19	...	...
District of Columbia	27,069	7.1	5	27,069	7.1	14	...	...	27,069	6
Florida	23,441	7.5	38	26,443	8.0	17	27,679	16	24,262	24
Georgia	24,274	8.8	28	25,016	8.8	33	27,812	14	22,668	35
Hawaii	26,050	6.7	14	27,209	6.4	11	27,884	13	...	...
Idaho	22,632	7.7	44	23,109	7.9	43	25,398	38	22,137	37
Illinois	25,440	8.1	17	26,186	8.3	21	27,461	20	23,268	32
Indiana	24,284	5.7	27	25,336	6.0	30	26,830	28	23,338	30
Iowa	24,067	8.1	30	25,805	9.8	26	26,516	30	23,587	28
Kansas	23,351	8.2	40	24,562	8.6	35	26,311	31	22,104	38
Kentucky	23,537	9.9	37	24,284	10.1	37	26,935	26	22,837	34
Louisiana	23,814	10.5	35	24,080	10.4	39	26,869	27	23,315	31
Maine	21,658	8.2	48	22,677	8.5	49	...	...	23,043	33
Maryland	24,788	4.9	24	24,915	2.7	34	25,612	36	24,486	20
Massachusetts	26,077	16.4	13	27,778	16.1	9	31,092	4	26,296	9
Michigan	26,873	7.5	8	27,077	6.6	13	29,000	9	25,010	15
Minnesota	25,336	7.0	20	25,743	6.2	27	27,497	18	24,895	16
Mississippi	21,141	9.2	50	22,796	10.8	46	24,159	45	21,554	41
Missouri	22,829	3.4	42	22,890	2.3	44	26,212	32	21,277	43
Montana	23,811	14.0	36	24,001	14.1	40	24,399	43	24,508	19
Nebraska	23,373	9.8	39	24,168	9.2	38	27,233	23	21,771	39
Nevada	27,065	12.2	6	28,583	13.2	6	...	...	28,583	4
New Hampshire	22,736	8.5	43	23,413	8.1	42	24,512	42	...	...
New Jersey	25,431	3.7	18	26,372	3.2	19	...	...	26,267	10
New Mexico	25,167	7.3	22	25,973	8.4	25	26,618	29	24,133	25
New York	28,371	13.3	4	29,912	16.9	3	31,381	3	29,621	3
North Carolina	24,619	9.3	26	26,000	10.0	23	28,835	10	24,469	21
North Dakota	23,902	17.2	32	24,516	17.1	36	25,682	35	23,577	29
Ohio	25,939	7.7	15	27,172	7.7	12	27,414	21	26,164	12
Oklahoma	24,190	11.1	29	25,081	11.2	31	25,685	34	25,024	14
Oregon	23,894	8.5	33	25,018	8.5	32	25,697	33	24,737	18
Pennsylvania	26,227	6.8	12	27,584	6.8	10	28,084	12	27,763	5
Rhode Island	25,175	5.2	21	26,106	4.9	22	27,345	22	23,986	26
South Carolina	23,866	10.6	34	25,394	10.6	28	27,184	24	26,208	11
SouthDakota	21,072	6.8	51	21,253	7.3	51	21,967	46	20,883	45
Tennessee	22,006	1.7	46	22,819	1.6	45	24,169	44	21,685	40
Texas	25,039	16.5	23	26,280	17.5	20	28,454	11	24,365	22
Utah	25,362	6.1	19	26,396	6.2	18	27,515	17	...	...
Vermont	23,335	14.5	41	23,668	14.1	41	24,959	39	...	...
Virginia	23,919	10.1	31	25,343	9.8	29	27,754	15	23,695	27
Washington	26,440	10.2	10	28,004	10.4	7	29,071	8	26,306	8
West Virginia	22,304	12.1	45	22,732	12.3	48	24,672	40	22,247	36
Wisconsin	25,660	8.8	16	26,631	7.3	16	29,546	6	24,750	17
Wyoming	26,982	11.7	7	29,280	10.1	5	29,280	7	...	...
50 States and D.C.	25,903	9.0	...	26,592	9.1	...	27,996	...	25,774	...

TABLE 5B.—AVERAGE 1981-82 SALARIES PAID TO FACULTY EMPLOYED ON 9-MONTH CONTRACTS IN PUBLIC INSTITUTIONS OF HIGHER EDUCATION BY STATE AND RANKING OF STATES, BY NEW NCES CLASSIFICATIONS OF INSTITUTIONS (Continued)

State	Public General Baccalaureate Institutions		Public professional and specialized institutions		Public 2-year institutions	
	Average salary	Rank	Average salary	Rank	Average salary	Rank
1	12	13	14	15	16	17
Alabama	$19,927	37	...	...	$19,453	36
Alaska	33,696	1	...	...	39,580	1
Arizona	...	...	...	...	25,994	4
Arkansas	19,257	39	$25,545	8	16,957	48
California	28,696	2	44,780	1	30,818	2
Colorado	23,794	9	28,112	6	19,932	33
Connecticut	25,946	5	...	...	22,592	15
Delaware	23,423	15	...	...	22,615	14
District of Columbia	...	...	...	...	...	...
Florida	...	...	...	...	19,272	37
Georgia	22,649	22	25,520	9	20,691	27
Hawaii	23,679	11	...	...	23,477	13
Idaho	21,082	33	...	...	19,965	32
Illinois	...	...	20,840	18	24,310	7
Indiana	22,203	25	...	...	16,861	49
Iowa	...	...	...	...	18,948	38
Kansas	23,555	13	...	...	19,598	35
Kentucky	21,708	30	...	...	18,344	41
Louisiana	22,950	19	...	...	20,275	29
Maine	20,842	34	21,779	15	17,911	44
Maryland	22,773	20	33,089	3	24,536	6
Massachusetts	26,021	3	24,542	12	21,654	22
Michigan	23,474	14	...	...	26,330	3
Minnesota	22,449	23	...	...	23,708	11
Mississippi	18,418	40	...	...	17,907	45
Missouri	20,526	35	26,505	7	22,584	16
Montana	21,874	28	24,693	11	20,774	26
Nebraska	21,294	32	20,631	19	18,395	40
Nevada	...	...	...	...	21,649	23
New Hampshire	21,714	29	19,529	21	18,123	43
New Jersey	24,994	7	30,698	4	23,743	9
New Mexico	...	...	...	...	20,159	30
New York	25,864	6	29,836	5	25,959	5
North Carolina	22,966	18	21,271	17	15,518	50
North Dakota	23,743	10	...	...	21,990	20
Ohio	...	...	20,486	20	21,437	24
Oklahoma	23,665	12	17,152	24	21,430	25
Oregon	22,690	21	23,411	14	22,345	17
Pennsylvania	23,039	17	33,468	2	21,949	21
Rhode Island	...	...	...	...	22,139	19
South Carolina	21,921	27	18,760	23	17,527	47
South Dakota	19,748	38	23,913	13	18,884	39
Tennessee	...	...	19,191	22	17,699	46
Texas	22,210	24	21,416	16	22,282	18
Utah	23,280	16	...	...	20,590	28
Vermont	20,509	36	...	...	20,041	31
Virginia	22,184	26	...	...	19,835	34
Washington	26,391	4	...	...	24,157	8
West Virginia	21,473	31	24,710	10	18,138	42
Wisconsin	24,769	8	...	...	23,648	12
Wyoming	...	...	...	...	23,738	10
50 States and D.C.	22,927	...	25,991	...	24,254	...

TABLE 6.—VALUE AT SELECTED RANKS OF MEASURES UPON WHICH STATES ARE RANKED IN TABLE 4

Measure upon which states are ranked in Table 4	Value of measure for a state having rank of				
	1	13	26	38	51 or lowest
1	2	3	4	5	6
Public universities					
1980-81 average faculty salary (column 2)...	$36,402	$26,473	$24,858	$23,687	$20,195
1981-82 average faculty salary (column 3)...	39,425	28,454	27,233	25,493	21,472
1980-81 percent increase (column 4).....	20.7%	10.3%	8.9%	7.4%	4.9%
1981-82 percent increase (column 5).....	18.1	10.3	9.0	7.1	0.9
Public other 4-year institutions					
1980-81 average faculty salary (column 6)...	$32,531	$23,564	$22,024	$20,606	$16,203
1981-82 average faculty salary (column 7)...	35,379	25,232	23,986	22,240	20,509
1980-81 percent increase (column 8).....	18.3%	11.4%	8.4%	7.0%	-2.1%
1981-82 percent increase (column 9).....	19.4	10.4	8.4	6.6	1.0
Public 2-year institutions					
1980-81 average faculty salary (column 10)..	$38,178	$21,028	$19,119	$17,245	$15,417
1981-82 average faculty salary (column 11)..	39,521	23,477	20,774	18,948	15,518
1980-81 percent increase (column 12).....	24.4%	11.6%	8.7%	7.4%	0.8%
1981-82 percent increase (column 13).....	17.5	10.5	8.2	6.8	0.5

TABLE 7.—VALUE AT SELECTED RANKS OF MEASURES UPON WHICH STATES ARE RANKED IN TABLE 5A AND 5B

Measure upon which states are ranked in Table 5A and 5B	Value of measure for a state having rank of				
	1	13	26	38	51 or lowest
1	2	3	4	5	6
1981-82 average faculty salaries in public institutions in the following categories:					
All institutions (column 2)	$38,198	$26,077	$24,619	$23,441	$21,072
All 4-year or higher degree-granting institutions (column 5)	37,377	27,077	25,805	24,168	21,253
Doctorate-granting institutions (column 8)	32,959	27,884	26,935	25,398	21,967
Comprehensive institutions (column 10)	38,045	25,376	23,986	22,104	20,883
General baccalaureate institutions (column 12)	33,696	23,555	22,184	19,748	18,418
Professional and specialized institutions (column 14)	44,780	23,913	*a*	*a*	*a*
2-year institutions (column 16)	39,580	23,477	20,774	18,948	15,518

[a]Only 24 states have institutions in this category. The average salary in the lowest ranked state is $17,152.